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Secte. II-27—40,000—27-10-48.

Education (P. H)

(1948) Department.

M/s. SERIES.

G.O No. Ms 113 Education

Dated 16th January 1948.

[Despatch Abstract.]

Elementary Schools - Recruitment of permanent teachers for the Taluk Schools - Orders recorded.

Copy of letter Rc.No.2095-B1/47, dated 21-11-1947 from the Director of Public Instruction, Madras to the Hon'ble Minister for Education, Madras.

Sub: Better recruitment of the personnel to the elementary and secondary schools.

Ref: Note dated 28-10-1947 from the Hon'ble Minister for Education.

In resubmitting the above note dated 28-10-1947, I would like to point out some of the difficulties if the suggestions made therein are to be carried out.

ELEMENTARY SCHOOLS UNDER DISTRICT BOARD MANAGEMENTS.

So far as elementary schools are concerned, I presume the Hon'ble Minister is thinking of schools under Local Bodies; for there are no government elementary schools except where they are attached to the model schools and in the Agency. It will not be possible to make a school or a village a unit for the purpose of service under the District Board. In the first place, a particular village may not be able to supply the required number of teachers for the schools in the locality It may also happen that some villages are able to supply more teachers than are necessary. Secondly appointments cannot be evenly distributed among all communities and the choice for the appointing authority will be very limited. If is not quite true that, in added schools, teachers are not transferred at all. It is true of managements which conduct single schools, but where a mangement is in charge of several schools, as in the case of Missions, periodical transfers do take place. Though it is advantageous to keep a teacher in a particular school for a fairly long period, an occasional change of staff will be a real advantage to the school.

As regards the difficulties pointed out by the Hon'ble Minister in regard to women teachers, I agree that they are real and they may be overcome to a large extent by adopting the following suggestions:-

i) A rule may be made that no teacher should ordinarily be transferred from a school or a locality within a period of three or five years, and that every transfer should have the prior approval of the District Education Officer or the Inspectress.

ii) For the purpose of transfers. the Taluka or the Revenue Firka may be taken as a unit.

iii) In recruiting teachers, the requirements of each taluk of Revenue firka may be considered and teachers who belong to the Taluk or firka may be preferred.

iv) The District Board may be required to provide for quarters for women teachers in every place.

If however government still feel that the proposal to recruit teachers to each school would be given effect to whatever the difficulties, the following suggestions may be adopted:-

1) Each school or all the schools in a locality i.e.Boys Girls and separate schools for muslims and Harijans should be treated as a Unit of service and recruitment, confirmation and discharge may be made within that Unit. The Local Board Rules of service will have to be amended suitably.

2) In regard to the selection of persons a panel of teachers for each locality may be drawn up by a Committee consisting of the President, District Board or its executive authority, the District Educational Officer and the Inspectress.

p.t.o

GOVERNMENT SECONDARY AND TRAINING SCHOOLS:

As regards the schools under Government, the proposal is unworkable for many reasons. The most important of all is that Government service is regarded as something in the nature of the a special privilege which should be shared by the members of different communities irrespective of geographical considerations subject to linguistic requirements. Since Government schools are not evenly distributed in the Presidency, the Principle of recruiting for a school would mean that certain localities mostly urban, would monopolise all the jobs. In addition, communal representation will have to be given up since the locality in which the school is located may not be able to supply a candidate of the community whose turn it is. What would also happen on account of the superior attractiveness of Government service is that the candidates generally of the advanced communities would offer themselves for recruitment for a particular school and when once they are confirmed, there will be deterioration in the work.

I may also add that transfers are not always made as a punishment but often at the request of teachers who for various reasons such as health, education of their children etc., desire to be posted to particular places of districts. Moreover there are many cases also where a teacher's misconduct is not such as can be proved, but that a transfer is desirable.

Coming to the question of leave arrangements, nobody would be willing to take up temporary appointments if on return from leave of the permanent incumbent, he or she is thrown out of employment. At present, people are willing to be appointed because of the chance of continuing elsewhere.

As regards secondary schools, it is quite unlikely that we may get sufficient number of teachers for a school from the same place. Even if a few teachers are available, it will not be possible to select teachers for the different subjects from one single area as a Unit. Permanent undisturbed service in their own places can be advantageous and injurious as well.

Sd. x x/for Director of Public Instruction.

p.t.o.

SECRETARY, E.&.P.H.

At present the recruitment of staff for our elementary and secondary schools is not satisfactory. In fact our elementary and secondary schools are very badly manned and run today. The reasons for the inefficiency in our elementary schools are:

(1) the bad quality of our staff
(2) the bad management of our Local Boards.

With regards to the management of elementary schools, separate proposals are under consideration for entrusting them to Taluk Educational Councils and taking the management away from District Boards.

This note is with reference to point (1) with regard to the methods that may be adopted to improve the quality of recruitment of elementary and secondary school teachers.

The reasons why we are not able to get teachers of a good quality are as follows:-

(1) the low pay for the teachers.
(2) Constant transfers which make it still more difficult for these men and women who have taken the teaching profession to live. These constant transfers have had an effect of avoiding all respectable men and women from joining the profession. With this low pay they are not able to get on in strange and new places. As far as girls are concerned, this has acted definitely in a very prejudicial way. They have to live without protection, without friends or relatives lonely in villages. After heroic attempts at leading good life for some time, they are overpowers by other influences and being unprotected they fall prey to circumstances which bring down their moral character. It is absolutely essential that we should protect the girls who are coming to our service.

We are not able to provide houses for our teaching staff in the various elementary schools in the villages and towns. The result is they have to depend for everything upon outsiders and get into unscrupulous influence.

Much of this difficulty is solved if we can recruit teachers for individual schools who will not be transferred. I found in Madras a secondary grade boy working in a school for a pay of Rs.25/-. I told him that he would get Rs.45/- if he is transferred to some other place but he said with Rs.25/-. and living with his parents he finds it much cheaper than to go to a far off place and to receive Rs.45/-.

From that it will be seen how much it will be cheaper and safer for these teachers if they are allowed to live in their own places along with their parents and relatives even for a low pay. This will definitely improve the moral tone of the school also.

One of the reasons for want of tradition as well as dignity in our elementary schools in the Local Board managements is because of the constant transfer of teachers. Traditions are not built and the people of the village do not have respect for these new comers. We have seen in aided institutions how a teacher in spite of his small pay is able to command lot of reverence in the village because most of the people of the village have studied under him and has continued to command their respect for many many years. This tradition is of great value in building up the atmosphere for an institution and it is necessary that we should create these traditions in our Local Boards also.

p.t.o

It may be urged that there may be certain teachers who pick up quarrels in the villages or who may otherwise have to be transferred. My reply will be that transfers should not be regarded as punishments and if people mis-behave or do not act properly let the usual punishment be given such as fining, or reduction or even dismissal and this should not be set up as an argument against recruitment of permanent personnel for schools.

A | For these reasons, I feel that in elementary and secondary schools in Local Boards as well as in Government permanent teachers for individual schools should be recruited. The matter may be considered and put up.

Sd.T.S.A./28-10-47.
H.M.Edn.

E.& P.H.(B2)Deptt.

Please see the note of H.M. at p.p. 1-3 above. The D.P.I's views on the proposal at 'A' above may first be obtained.

A draft D.O. is submitted below for approval.

Sd. x 2-11-47. Sd. x x3-11-47.
Secy.

/Issued as D.O.No.85582 B2/47-1,Edn.dt.3-11-47/
C.No.94007-B.2/47,From the D.P.I., D.O.No.2095-B1/47,dt.21-11-47.

Please see the D.O. at p. 1 c.f. and the D.P.I.'s reply at pp.3-6 c.f. The Director has outlined in detail at pp.5-6 c.f. the difficulties involved in implementing the suggestion at 'A' above. The file may now be submitted to H.M.(Edn.) for orders as to the further action to be taken in the matter.

Sd. x x/30-11-47. S. I agree with the DPI.

(1) that the proposal should not be applied to Government schools and that
(2) amendments as at 'M' at p.5 c.f. may in any case be made for women teachers; for items (ii) & (iii). I would prefer the Taluk as a Unit.

As regards secondary schools under local bodies, the D.P.I's. view seems to be that the proposal should not be extended to them (B at p.6 c.f.). I am of that view too.

As regards District Board Elementary Schools, while I agree that the objections at 'N' at p. 5 c.f. have weight, I think they may be met to a great extent if a smaller area is taken as a unit instead of a district. The D.P.I. himself seems to have proceeded to make his suggestions at 'R' at p.5 c.f. on that footing. It is not clear what exactly he means by 'locality' in the items (1) there. I think the 'Taluk' may be taken as a unit. On that footing his suggestions (1) & (2) are acceptable. I invite attention to 'K' at p. 3 in the Memo below where I made similar suggestions in another connection. In fact now that we are proposing to entrust all District Board Schools to Taluk Committees, the arrangements will necessarily be on those lines; and if the idea of having recruitment for INDIVIDUAL SCHOOLS is dropped, no further action would be necessary.

Sd. x x/2-12-47.
H.M.(Edn.)

I have gone though the notes of the Secretary above as well as the letter from the D.PI. I am afraid the letter of the D.P.I. as well as the note above has not taken into consideration the great suffering our elementary school teachers

undergo by these transfers . It is not a matter of individual suffering but it is a matter of indignity which prevents respectable men and women from taking to the teaching profession, especially in the matter of girls these transfers act as a definite bar for good family people taking to this profession. I am anxious that we must enable higher class people to take to teaching as a social service and we must provide an atmosphere and circumstance which will lead to that class of people taking to teaching as their profession. If that is to be done, we can't be transferring them at will.

The suggestions given by the Director are very impracticable. For example point (iv) in which he says that "the Dt.Board may be required to provide for quarters for women teachers in every place", which is something absolutely impracticable.You can't even think of it. We know the miserable hovels that our schools are and we are helpless even in putting them in order but to ask the District Boards to provide quarters for the women teachers is something which no District Board will be able to ~~furnish.~~ fulfil

With regard to point (iii) which is also supported by the Secretary, I am afraid, it is said without understanding local conditions, This transfer within the firka will have more deplorable results than the present rules. If a man is transferred 5 miles away, we may fairly make sure that in these days of difficulties of housing, the teacher will continue to be in the old place and will go on a cycle and we can imagine how efficient the teaching will be if he is to go on a cycle everyday about 10 to 15 miles. I am afraid these suggestions have been made without a proper grasp of how things exist in our villages.

I am of opinion that this recruitment of teachers for individual schools must be introduced but I don't want that we should go ahead without making sure of the effects of this recruitment. This matter of recruiting teachers for individual schools may be tried in one taluk in each regional area-Tamilnad, Andhra and the West Coast. One taluk may be chosen in Tamilnad, one in Andhra and one in Malabar. Experienced Deputy Inspectors may be placed in charge of these taluks. The teachers in those schools, Board as well as Government, may be asked to give the order of preference in which they would like to be settled permanently. They may be asked to give six 5 places in the order of preference as follows:-

(1) First preference ---
(2) second do. ---
(3) third do. ---
(4) fourth do. ---
and (5) fifth do. ---

On the receipt of these preferences, the fixtures may be made by the Deputy Inspectors of Schools and given to the District Board Special Officers for their acceptance. The teachers may be told that these people when they are fixed up are fixed for life. They should not ask for transfers and if any transfers are to be given, they can be given only on agreement or when such transfers are easily capable of being made by the authorities, i.e, they must be made to believe that normally they are fixed to those schools.

If their work is not satisfactory, or if they pick up quarrels or join in factions or if their work is found unsatisfactory from any other point of view, they may be told that they must be punished with fine, reduction or suspension or dismissal. No change of rules need be introduced just now. This may be introduced from the beginning of the year i.e., June'48. The matter may be watched and the D.P.I. may be asked to give us a report by December 1948 so that on his report we may extend it throughout the Province, if necessary.

p.t.o

The D.P.I. may be asked to select the taluks and make the necessary arrangements for it and report.

Sd.T.S.A./12-12-47.

For orders whether the papers may be sent to the D.P.I. U.O. for taking action as desired by H.M.(Edn.)

Sd. x x/12-12-47. S. Sd. x x/11-12-47.
D.P.I.

U.B.No.2095 B1/47,dt.3-1-1948.

Resubmitted.
Action will be taken as desired by Hon'ble Minister for Education.

Sd. x x x
D.P.I.

E.&.P.H. (B2) Deptt.

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No further action is now called for. The papers may be recorded. (A call has been noted).

Sd. x x/15-1-48

G.O.Ms.No.113,dt.16-1-1948.

Elementary schools - Recruitment of permanent teachers for individual schools - Papers recorded.

p.t.o.

dated 5-4-1948

Copy of para 2 of D.O. letter/from the Director of Public Instruction, Madras to the Secretary to Government, Education & Public Health Department, Madras.

Sub: Elementary Schools - Loc l bodies and Government - Recruitment of teachers for individual schools.

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2. The following taluks have been selected for introducing the scheme from the beginning of the next school year, that is from June 1948. Instructions are being issued to the subordinate officers for giving effect to this scheme,

1. Krishnagiri in Salem District.
2. Peddapur in East Godavari District.
3. Kurumbranad in Malabar "

Very Urgent. GOVERNMENT OF MADRAS
Education & Public Health Department (B.2).
D.O.No.14550/49-1-B2 - Edn dated 5-4-1949.

Dear Mr. Bhadriah,

Sub: Elementary Education - Improving Efficiency - Avoidance of transfers - Recruitment on school-basis.

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I am ~~glad~~ to forward an extract from the 'Note to the Cabinet' on the above subject and to say that the Government have decided that transfers of teachers should be avoided and that recruitment must be on the school-basis. I am in this connection, to invite your attention to the correspondence ending with Mr.Reddi's D.O. dated 5-4-1948, intimating the taluks selected for trying the experiment of "recruitment on school-basis". Hon'ble Minister (Education) now desires that you should consider the matter further and suggest any change of rules that may be necessary to put into operation recruitment on this basis throughout the Province. I am, therefore, to ask you for necessary proposals in the matter at a very early date.

Yours sincerely,
Sd. x x
Secy.to Government.

To
Sri P. Bhadriah,
Director of Public Instruction, Madras.
(with enclosure)

Copy of D.O.No.2095-B1/47, dated 19-4-1949 from the Director of Public Instruction, Madras to the Joint Secretary to Government, Education & Public Health Department, Madras.

Sub: Elementary Education - Improving efficiency - avoidance of transfers.
Ref: Your D.O.No.14550/49-1-B.2, Edn., dt. 5-4-49.

The District Education Officers were asked to give effect to the scheme of recruitment of teachers for individual schools in the following Taluks as an experimental measure during ~~x~~ 1948-49:-

A
1. Krishnagiri Taluk (Salem Dt. August 1948.
2. Peddapur Taluk(E.Godavari Dt.) Novt. 1948.
3. Kurumbranad Tk. (Malabar Dt.) Septr. 1948

They were able to give effect to postings and transfers of teachers with the above object in view from the months noted opposite to each Taluk.

p.t.o

2. I have received only partial reports and from the reply received from the District Educational Officer, Salem it is found that the scheme has proved a success in the case of teahhers posted to urban areas and to schools situated in their villages. I am calling for more detailed particulars and it is now too soon to generalise the results and to propose a change in the rules .. I shall submit a further reply giving full details regarding the working of the scheme in all these taluks on hearing from the District Educational Officers.

3. In this connection, I have to state that the Local Bodies consult the Inspecting Officers, whenever they make postings and transfers. With ~~kransfexxx~~ reference to G.O.No. 1264, Education, dated 26-6-1946, the Local Bodies convene a conference of District Education Officers and Deputy Inspectors of Schools in April and May every year and discuss the matter of transfers etc., and give effect to the same at the beginning of the school year. Some of the Local Bodies settle these matters by correspondence instead of summoning a conference. The Local Bodies are also asked not to make transfers in the middle of the school year, as it will affect the working of the schools and the efficiency impaired. The brief annual reports received from the District Educational Officers will be examined to see how far the Local Bodies have consulted the District Educational Officers with reference to the above.

4. Now, after the amalgamation of the Boys' and Girls' Ranges, the distinction between boys' and girls' schools, has been abolished and the schools are amalgamated, wherever they are considered possible and practicable. In such a fluid state as at present, the postings and transfers of women teachers are also to be taken into account. There may be teachers belonging to certain areas far in excess of the requirements. Similarly, there may be teachers in some centres falling short of the requirements. These points are also to be taken into account. The feasibility of extending the scheme of recruitment of teachers to individual schools throughout the Province needs thorough and careful examination which will take some time and I shall submit my views on the question as early as possible,

Yours sincerely,
Sd. x x

To
J.M.Lobo Prabhu Esq., I.C.S.,
Joint Secretary to Government,
Education & Public Health Department, Madras.

Copy of letter Rc.No.2095-B1/47, dt. 18-7-1949 from the Director of Public Instruction, Madras to the Secretary to Government, Education & Public Health Department, Madras.

Sub: Elementary Education - improving efficiency avoidance of transfers - recruitment of teachers for individual schools.
Ref: Govt.D.O.Letter No.14550/49-1.B.2, Education, dt.5-4-49. Also this office D.O. reply No.2095 B.1/47 dt.19-4-49.

In continuation of this office reply on the subject, I have the honour to state, that I called for detailed reports regarding the working of the scheme of recruitment of teachers for individual schools from the District Educational Officers, Salem, Malabar and East Godavari. The scheme with reference to to its working so far in the taluks of Krishnagiri, Kurumbanad and Peddapur, has created contentment among teachers and has proved a success.

p.t.o

I feel under the circumstances, that the scheme may be tried in one more taluk in the above districts and new taluks in other districts. But, the extension of the scheme may, perhaps, be deferred till the passing of the new Panchayat Bill defining the control of the Panchayat Boards over elementary schools.

Sd./for Dn.for Pub.Instrn.

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GOVERNMENT OF MADRAS
Education & Public Health Department.

Memorandum No.14550 B2/49-2, Education, dated 6-8-1949.

Sub: Elementary Education - Improving efficiency - Avoidance of transfers - Recruitment of teachers for individual schools.
Ref: From the Director of Public Instruction, No.2095-B1/47 dt. 18-8-1949.

The Director of Public Instruction is requested to report whether the system of recruitment of teachers on the basis of individual schools may not be made applicable also to all teachers already in service. It has been suggested that teachers already in service may be given an opportunity to select schools of their choice from which they will be transferred only on disciplinary grounds. The Director is requested to offer his remarks on the suggestion.

Sd. x x x x
Secy.to Government.

To
The Director of Public Instruction, Madras.

Copy of letter Roc.No.2095-B1/47, dated 19-8-1949 from the Director of Public Instruction, Madras to the Secretary to Government, Education & Public Health Department, Madras.

Sub: Elementary Education - Improving efficiency avoidance of transfers - recruitment of teachers for individual schools extension of the scheme to other districts.
Ref: Govt.Memo. No.14550 B2/49-2, Education, dated 6-8-49.

With reference to the Government Memorandum referred to above, if the scheme is extended to all the other districts immediately many teachers would like to be transferred to schools either in their own villages or nearly or any other place which they consider suitable and that it will ultimately result in huge number of transfers (even transfers from one district to another) in the middle of this year, and transfers are not desirable in the middle of the school year in the interest of the education of the children. It is therefore inopportune at this stage of the school-year to extend the scheme to other districts.

2. I would therefore suggest that the scheme may be given effect to from the next school-year onwards. In the meanwhile Government may issue necessary instructions to all the Special Officers of District Boards sufficiently early so that the District Boards may be in a position to introduce the scheme from the beginning of the next school-year.

On receipt of the G.O. necessary instructions will be issued to all the inspecting officers.

Yours faithfully,
Sd. x x/for Dr.of Pub.Instrn.

p.t.o.

GOVERNMENT OF MADRAS
Education & Public Health Department.
Memo. No. 14550-B2/49-3, Education, dt.31-8-49.

Sub: Elementary Education - Improving efficiency - Avoidance of transfers - Recruitment of teachers for individual schools - Extension of the scheme to other districts.
Ref: Letter from the Director of Public Instruction, No. 2095-B1/47, dated 19-9-1949

The Director of Public Instruction is informed that the Government consider that Special Officers of District Boards should even now begin to make all preliminary arrangements to introduce the scheme of transfer of teachers on individual school basis at least by the re-opening of schools in 1950-51 after vacation. He is therefore requested to issue necessary instructions to the Special Officers in the matter.

Sd. x x
Secy. to Government.

To
The Director of Public Instruction.

NOTE:-FILE ...:

p.t.o

NOTE FILE.

From the D.P.I.,No.2095-B1/47,dt. 19-8-49.

Following the decision of the Cabinet that elementary school teachers should be recruited on individual school basis (as the existing system allows transfers of teachers which are detrimental to the interests of elementary education) the D.P.I. was asked to submit proposals to introduce the system throughout the Province. The Director suggested that the results of the new method which was introduced in advance of the Cabinet decision in certain taluks in three districts as an experimental measure might be awaited. He later reported that the system proved to be a success but suggested that the expansion of it to some more areas might be deferred till the passing of the Panchayat Bill.

2. Secretary raised the question whether the new system might not be made applicable to teachers already in service, i.e., whether the teachers might not be given an opportunity to select schools of their choice from which they would be liable to be transferred only on disciplinary grounds. The Director who has been consulted in the matter reports that the immediate introduction of this system in all districts in the middle of the school-year will cause much dislocation of work and suggests that it may be introduced from the next school year. For orders whether his suggestion may be accepted.

Sd. x x /25-8-49.

S.

For the very reason that a large number of transfers are involved it does not appear expedient to wait for a point of time at the beginning of the next year. We may introduce the system at once asking the Special Officers to give effect to it gradually with due feference to the necessity for avoiding dislocation of work.

H.M.(E.& L.)

Materials may be collected by the S.O's. and transfers effected by the reppening next year.

Sd. x x/ 29-8-49.

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The draft below is for approval.

Sd. x x

30-8-49. Sd. x x/31-8-49.

/True copy/

R. Thiagarajan 19.1.54

Office Assistant,
Madras Record Office.

PSR. 10-52-53.

Bvdy 18-12